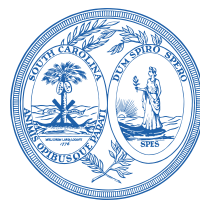


Spring 2021

State Health Plan benchmarks



PEBASM
SC Retirement Systems
and State Health Plan

State Health Plan enrollment¹

As of March 2021

Participants		
Subscribers		291,354
Actives	196,760	
Retirees	91,273	
Others	3,321	
Spouses		86,446
Children		138,254
Total covered lives		516,051

¹Represents enrollment in the State Health Plan, MUSC Health Plan and TRICARE Supplement Plan.

Active subscribers	
State agencies	34,774
Higher education	25,923
School districts	86,485
Optional employers	36,769
Other	12,809
Total active subscribers	196,760

Retirees	
Medicare	73,046
Non-Medicare	18,227
Total retirees	91,273

State Health Plan participating employers

As of March 2021

Employers	
State agencies	86
Higher education	27
School districts	90
Optional employers	575
Total employers	778

State Health Plan versus national trends

Target is to maintain net expenditure growth at least two points below benchmark.

	Benchmark	State Health Plan
2016	6.9%	0.2%
2017	6.5%	2.4%
2018	7.1%	3.2%
2019	6.7%	2.3%
2020	6.6%	3.6% ¹
5-year average (2016-2020)	6.8%	2.3%

¹Incurred in 12 months; paid in 12 months.

The benchmark is a blended number derived from annual health care cost trend surveys produced by national consulting firms including Aon, Buck, PriceWaterhouseCoopers, Segal and Willis Towers Watson, when available.

State Health Plan contribution rate increases versus CPI growth for medical care

Target is to control annual contribution increase to no more than CPI for medical care plus 3 percentage points. Two-year lag in CPI data used for measure because of timing of the State Health Plan rate setting process.

	State Health Plan total rate increase		Medical care CPI increase
2017	0.6%	2015	2.6%
2018	2.5%	2016	4.1%
2019	5.7%	2017	1.8%
2020	0.0%	2018	2.0%
2021	0.0%	2019	4.6%
5-year average (2017-2021)	1.8%	5-year average (2015-2019)	3.0%

2020 Average monthly total premiums¹

Totals include employee and employer contributions

	Single	Family
State Health Plan	\$500	\$1,305
Large public and private sector employers ²	\$646	\$1,860
Public and private sector in South ³	\$624	\$1,738
Public employers	\$668	\$1,880
Private – manufacturing	\$648	\$1,888
Private – financial services	\$671	\$1,958

¹Average monthly total premiums in PPO (Preferred Provider Organization) plans.

²Large public and private sector employers: ≥ 200 employees in public and private sector.

³Public and private sector employers in South includes Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia.

Data from the Kaiser Family Foundation Employer Health Benefits 2020 Annual Survey.

2020 Average annual deductible¹

	Amount
State Health Plan	\$490
Large public and private sector employers ²	\$960
All employers	\$1,204

¹Average annual deductible in PPO (Preferred Provider Organization) plans.

²Large public and private sector employers: ≥ 200 employees in public and private sector.

Data from the Kaiser Family Foundation Employer Health Benefits 2020 Annual Survey.

2021 Composite monthly premiums¹

	Employer	Employee	Total
State Health Plan	\$574.18	\$160.08	\$734.26
Souths ²	\$772.06	\$190.98	\$963.04
United States	\$947.91	\$173.70	\$1,121.61

Survey uses most prevalent plan among state employee options for analysis.

¹Composite monthly premiums: Weighted average of all PEBA health subscribers enrolled in each coverage level.

²South includes Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia.

Data from the 2021 PEBA 50-State Survey of State Employee Health Plans.

2019 Average annual gross plan cost per active employee¹

	Amount ²
State Health Plan	\$11,091
Public employers	\$13,895
Private – manufacturing	\$14,030
Private – financial services	\$13,673
All employers	\$13,139
Employers – 500+	\$13,580
Employers – 20k+	\$13,222
South ³	\$12,045

¹Average cost in PPO (Preferred Provider Organization) and POS (Point of Service) plans.

²Average annual gross plan cost per employee (medical and pharmacy only for active employees and their dependents) = (Claims cost for employee and dependents + administrative costs + employee contributions)/number of active employees.

³South includes Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia.

Data from 2019 Mercer National Survey of Employer-sponsored Health Plans.

Historical State Health Plan increases and funding

Plan year	Employee increase	Employer increase	Overall increase	Plan design change
2012	4.5%	4.5%	4.5%	
2013	0.0%	6.37%	4.7%	
2014	0.0%	6.8%	5.1%	Increased deductible and coinsurance maximum
2015	0.0%	3.9%	2.9%	Increased deductible and coinsurance maximum
2016	0.0%	4.5%	3.4%	
2017	0.0%	0.8%	0.6%	
2018	0.0%	3.3%	2.5%	
2019	0.0%	7.4%	5.7%	Added adult well visit coverage; increased deductible and coinsurance maximum
2020	0.0%	0.0%	0.0%	
2021	0.0%	0.0%	0.0%	



PEBASM

SC Retirement Systems
and State Health Plan

South Carolina Public Employee Benefit Authority

Serving those who serve South Carolina

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